



# The Indiana Civil Rights Commission

**“Your Rights. Our Mission.”**

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**Deputy Director & General Counsel**  
**Indiana Civil Rights Commission**



# DISCLAIMER

- The ICRC doesn't make the laws, we just enforce them.
- This is not legal advice. For legal advice, please contact an attorney.
- This presentation provides general information and guidelines, and not be considered official Indiana Civil Rights Commission policy.



# ICRC JURISDICTION & MISSION

- The Indiana Civil Rights Commission enforces Indiana Civil Rights Code (IC 22-9) and the Indiana Fair Housing Act (IC 22-9.5)
- ICRC's jurisdiction extends to individuals, private or public entities, housing providers, and business establishments within the State of Indiana.
- The Indiana Civil Rights Commission's mission is the neutral investigation of complaints with the goal of eliminating discrimination against protected classes in the enforcement areas designated by Indiana law.



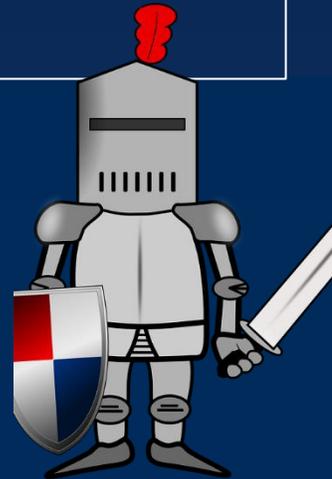
# ICRC JURISDICTION & MISSION

In Indiana, a person may not be treated differently because of their:

- Race
- Religion
- Color
- Sex
- Disability
- National Origin
- Ancestry
- Familial Status (having children under 18, in housing)
- Veteran Status (Employment)
- Age (IN Dept. of Labor or referred to EEOC)
- Active Duty in the Military

ICRC enforces equal opportunity in five (5) specific areas:

- Housing/Real Estate
- Employment
- Public Accommodations
- Education
- Credit

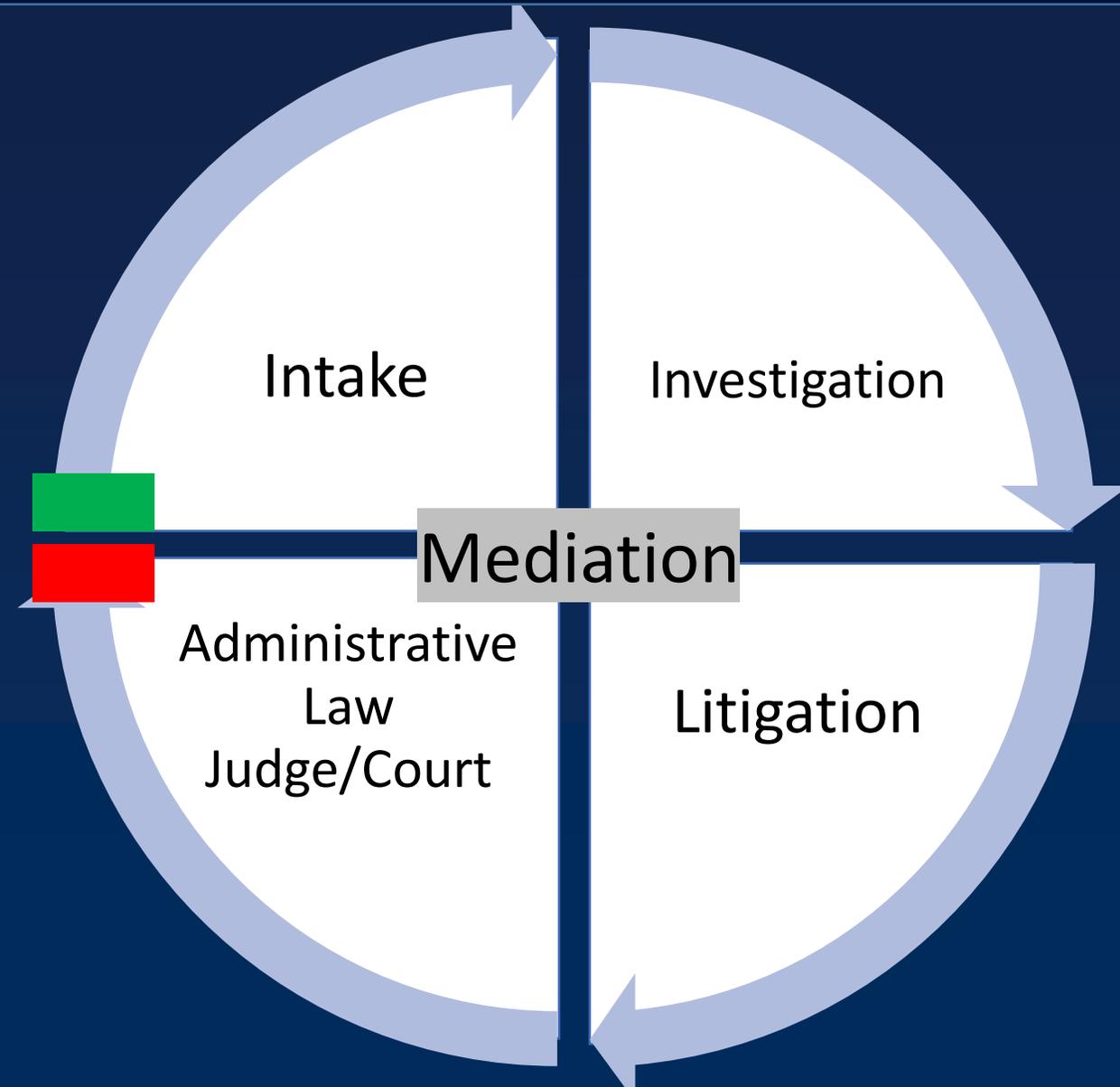




# ICRC JURISDICTION & MISSION

Complaints submitted to ICRC:

- Intake
- Investigation
- Litigation
- Administrative and/or Judicial Review
- Mediation (anytime)





# FAIR HOUSING IN INDIANA

Indiana Fair Housing Act, Ind. Code 22-9.5-1-1 et seq.

*“The purposes of this article are the following:*

- (1) To provide for fair housing practices in Indiana.*
- (2) To create a procedure for investigating and settling complaints of discriminatory housing practices.*
- (3) To provide rights and remedies substantially equivalent to those granted under federal law.”*



# FAIR HOUSING IN INDIANA

## Who Is Subject to Fair Housing Laws

- Sellers, landlords, leasing agents, etc.
- Realtors
- Homeowners Associations
- Mortgage Providers



# FAIR HOUSING IN INDIANA

## Common Forms of Housing Discrimination

- Disparate treatment

When a housing provider treats people in a protected class differently than others not in that class.

- Disparate impact

When a housing provider employs a facially neutral rule, policy, or practice that results in different outcomes.



# FAIR HOUSING IN INDIANA

## When can Violations of Indiana's Fair Housing Laws Occur

- Before Sale or Tenancy
  - Refusal to sell, rent, or deal
  - False representations of availability and/or steering
- During Tenancy or Homeownership
  - Discrimination in Insurance
  - Coercion, Intimidation, Threats, and Interference
- After Tenancy
  - Eviction, Termination, or Refusal to Renew
  - Retaliation



# FAIR HOUSING IN INDIANA

## Reasonable Accommodations and Modifications

### Reasonable Modifications

Request to make a physical change to a property that is necessary for an individual to fully use and enjoy the property

### Reasonable Accommodations

Request for a change or exception to a rule, policy, or practice to accommodate a tenant's disability.

As a general rule, *reasonable* modification and accommodation requests must be granted



# FAIR HOUSING IN INDIANA

## Recurring Issues Relating to COVID-19 and Fair Housing

Fair Housing laws still apply

Appropriate actions if a property operator learns a resident has been diagnosed with COVID-19

Increased discrimination complaints pertaining to certain protected classes

Reasonable modification and accommodation requests



# Contact Information

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